

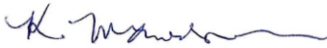
- Present:**
- | | |
|-------------------------------------|---------------------------------|
| Katharina Markowiak, President | Irene Thompson, Vice-President |
| Anthony DiCaia, Secretary-Treasurer | Brooke Billings, Board Member |
| Sean Bradley, Board Member | Julia Goyal, Board Member |
| Lisa Hood, Board Member | Somkene Igboanugo, Board Member |
| Deanne Metzloff, Board Member | |
-
- | | |
|---|--|
| Helen Fishburn, CEO | Alison DeMuy, Director Strategy & Community Engagement |
| Heather Eddy, Director People & Culture | April O’Neill, Acting Director of Finance |
| Krista Sibbilin, Director of Services | Jeff Stanlick, Director of Services |
| Anna Tersigni Phelan, Director Quality & Risk and Chief Privacy Officer | |
- Recorder:** Heather Snider, Team Lead Administration
- Regrets:** Mariah Blake, New Prof. on Board; Neil Dunsmore, Board Member; Dana Hardy, Board Member at Large

Agenda Item	Discussion and Actions
Board Education Session – CMHA Ontario Governance Symposium Debrief	CMHA Ontario held a Governance Symposium on November 5 and 6, 2023 in Toronto. Board members Neil Dunsmore, Julia Goyal, Somkene Igboanugo and Deanne Metzloff attended, along with Helen Fishburn and Heather Snider. Helen also presented at a concurrent session on <i>Elevate Your Branch: How Board Members Support Fundraising</i> . Those who attended shared key takeaways and highlights. ACTION: We will incorporate some of the presentations into our onboarding materials.
1.0 Welcome, Call to Order	Katharina Markowiak welcomed Board members. Congratulations to Sean Bradley and his wife, who welcomed a baby in early January!
2.0 Land Acknowledgement	Alex Jamieson, a colleague of Sean Bradley’s and formally of Indigenous Victim Services of the Six Nations, shared a land acknowledgement with the Board. Alex referenced Indigenous Resurgent and author Taiaiake Alfred, who wrote <i>It’s All About the Land</i> . Taiaiake – INDIGENOUS RESURGENT Alex encouraged the Board to use land and territorial acknowledgements as an opportunity to consider how the history of Indigenous people having land stolen or dispossessed through colonization, being forcibly displaced from their lands, and having lack of access to land has affected their health, social, economic and living conditions, and particularly how this relates to mental health and addictions issues.
3.0 Declarations of Conflict of Interest	No conflicts were declared.
4.0 Approval of Consent Agenda	It was duly MOVED and SECONDED to approve the December 7, 2023 CMHA WW Board minutes (Julia Goyal, Lisa Hood). CARRIED . It was duly MOVED and SECONDED that the consent agenda be approved (Deanne Metzloff, Brooke Billings). CARRIED .
5.0 Governance Committee Report	Irene Thompson noted that feedback from the previous Board meeting indicated some uncertainty around how the consent agenda is used. She confirmed that Board members can ask at any time for items from the consent agenda to be pulled out as a separate item for discussion, and this can occur prior to or during the meeting.

Agenda Item	Discussion and Actions
	<p>David Pell announced his resignation from the Board as of December 31, 2023. After discussion with Board Fund Development Committee Chair Lisa Hood, the Governance Committee has recommended that we recruit for this vacant position during our annual spring recruitment period, commencing in March 2024.</p> <p>It was duly MOVED and SECONDED to defer filling the vacant Board seat until annual Board recruitment takes place in Spring 2024 (Julia Goyal, Lisa Hood). CARRIED.</p> <p>It was duly MOVED and SECONDED to accept the January Governance Committee Report (Deanne Metzloff, Somkene Igboanugo). CARRIED.</p>
<p>6.0 Strategic Planning Update</p>	<p>Alison DeMuy shared that we have formed a CMHA WW Strategic Planning Committee and asked for Board volunteers to join the committee.</p> <p>The full Board will take part in a Strategic Planning Session on February 10, 2024.</p>
<p>7.0 Protective Vests</p>	<p>Background, Process and Recommendation</p> <p>Jeff Stanlick, Director of Services, presented a recommendation from Senior Leadership on the issue of CMHA WW Integrated Mobile Police and Crisis Team (IMPACT) staff wearing protective vests.</p> <p>A working group was established to examine the option of mandating protective vests for our IMPACT staff as a response to safety concerns brought forward by staff. This process also included extensive engagement with stakeholders, a review of best practice and data, and formulating recommendations.</p> <p>The recommendation brought forward from Senior Leadership and the interdisciplinary working group is to forgo the use of protective vests at this time, with the commitment to continue:</p> <ul style="list-style-type: none"> • monitoring all incident reports, leveraging CMHA WW’s Integrated Quality & Risk Framework • reviewing administrative controls with policing partners in order to mitigate risk of violence to IMPACT staff • reviewing best practices, new technological advances and safety clothing options, or any other regulations that may change our course of action. <p>Senior Leadership reserves the right at any time to change or modify this recommendation.</p> <p>Discussion</p> <p>The Board discussed this recommendation, with the following themes:</p> <p>Staff Safety Training – CMHA WW conducts comprehensive staff training in areas related to staff and client safety, with an understanding that by keeping our clients safe, we are also keep staff safe. Staff safety training is continually reviewed and enhanced as new trainings are available, or as areas of risk mitigation are identified.</p>

Agenda Item	Discussion and Actions
	<p>Staff Safety on IMPACT Calls – A process is in place with police partners to ensure that situations are safe and appropriate for IMPACT staff. Police do not permit staff to join until after a situation has been “cleared.” Regardless, staff always have a choice about whether they decide to enter a situation.</p> <p>Responsibility & Liability</p> <p>The Board noted that their responsibility is to ensure the safety of staff, regardless of the real or perceived level of risk associated with a situation.</p> <p>Choice</p> <p>The Board discussed the potential for providing choice for staff re: whether they wear a protective vest or other protective clothing. This could also be considered in conjunction with a tiered approach to classifying risk situations.</p> <p>Next Steps</p> <p>The Board determined that further information and discussion are required before they are able to endorse a recommendation on this issue.</p> <p>ACTION: Helen and Senior Leadership will bring further information to the February Board meeting. This will include:</p> <ul style="list-style-type: none"> • Hierarchy and categories of risks associated with IMPACT calls • Drill down of the decision making and administrative controls we want to strengthen for IMPACT • Additional protective/safety clothing options, and their value • Comprehensive information re: what is currently in place to keep staff safe across the organization • Formal consultation with our insurer HIROC
<p>8.0 Employment Services Update</p>	<p>Heather Eddy provided an update on CMHA WW Employment Services.</p> <p>As discussed at the December 7, 2023 Board meeting, in 2023 the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) named a private sector organization, Serco Canada, as the Service System Manager for our catchment area. Serco informed us that our funding would be reduced by 41.3% as of April 1, 2024, but also that our targets would be increased. As such the decision was made to end CMHA WW Employment Services as of January 31, 2024. We will continue to run the New Directions program, which supports clients internally from an employment perspective.</p> <p>This has affected 10 staff. We have successfully redeployed the majority of staff who expressed interest in redeployment. Some have voluntarily resigned, and there are two outstanding resolutions.</p> <p>We are in discussion with Serco Canada to see if they will cover the wind up costs.</p>
<p>9.0 In Camera Meeting 7:45 – 7:56 pm</p>	<p>It was duly MOVED and SECONDED to move in camera for updates on the Woolwich Building and OPSEU Negotiations (Irene Thompson, Julia Goyal). CARRIED.</p> <p>It was duly MOVED and SECONDED that the Board move out of camera (Lisa Hood, Brooke Billings). CARRIED.</p>

Agenda Item	Discussion and Actions
<p>10.0 Helen’s Update</p>	<p>Helen shared that over the last few weeks, we have received confirmation about one-time funding to support clinical pharmacist work, psychology assessments and consultations, the crisis flex fund, and outreach work. We also received funds to boost our Francophone Program, and were successful in being awarded a multi-year grant from Public Health Agency of Canada to support Here 24/7 modernization using an Equity, Inclusion, Diversity and Anti-Racism approach.</p>
<p>11.0 Closing and Debrief</p>	<p>It was duly MOVED and SECONDED to adjourn the meeting and move into a Meeting without Management (Deanne Metzloff, Lisa Hood). CARRIED.</p> <p>The meeting was adjourned at 8:01 pm.</p>
<p>12.0 Meeting Without Management</p>	<p>The Board conducted a regularly scheduled meeting without management after the Board meeting adjourned.</p>



Katharina Markowiak, President



Anthony DiCaia, Secretary Treasurer